

**TRUSTEES OF FORBES LIBRARY**  
**Executive Session of May 19, 2011**

**Present:** Mr. Adams, Ms. Barone, Ms. Burnham, Mr. Carrier, Ms. Downing  
Ms. Hess, Mr. Morin, Ms. Moulding, Mr. Rowe.

**Forbes Library Employee Association (FLEA) Negotiations**

At 5:05 PM, Mr. Rowe moved that the Trustees go into executive session to discuss negotiations with FLEA. Ms. Hess seconded the motion, which was passed unanimously, with Mr. Adams, Ms. Burnham, Mr. Carrier, Ms. Hess, and Mr. Rowe all voting in favor. The Trustees invited Ms. Barone, Ms. Downing, Ms. Moulding, and Mr. Morin to remain as guests at the executive session. Mr. Adams, Ms. Barone, Ms. Burnham, Mr. Carrier, Ms. Downing, Ms. Hess, Mr. Morin, Ms. Moulding, and Mr. Rowe were present during the executive session. The Trustees discussed the negotiations with FLEA. No votes were taken during the executive session.

The FLEA contract provides for 3.5% step raises and 2% cost of living increases annually. The Trustees negotiations subcommittee requested that FLEA give up one or the other this year. FLEA members have foregone their step raises for the past 2 years, and last year they accepted just the 2% cost of living increase. This year, FLEA said that they would be willing to give up the 2% cost of living increase, but retain their 3.5% step increases. They also requested a one-time payout of 1% of their FY11 salary, a total of \$8,489. There is a budget surplus of approximately \$10,000 this year due to the energy savings from the ESCO work done in the fall and the switch from oil to natural gas. Forbes is allowed to retain the FY11 energy savings, but future year savings must be returned to the city budget. Ms. Moulding and the Trustees had hoped to use this money to keep the library open on Saturdays this summer, but feel that the library staff is very deserving of raises and have already sacrificed their raises for two years in order to avoid lay-offs and further closings. Therefore, the negotiations subcommittee recommended that the Trustees approve the 3.5% step raises and one time pay-out of 1% (\$8,489) to FLEA members.

The Trustees expressed concern that intermittent part-time workers do not get step raises, and make less than the minimum living wage as determined by the city's Living Wage Coalition and approved by the city council as a non-binding resolution. The Trustees suggested determining the dollar amount required to pay all Forbes workers a living wage and sending a letter to the mayor and city council asking for the funding.

At 5:18 PM, Ms. Hess moved that the executive session be ended and the regular meeting reconvened. Mr. Rowe seconded the motion, which was passed unanimously, with Mr. Adams, Ms. Burnham, Mr. Carrier, Ms. Hess, and Mr. Rowe all voting in favor.

Mr. Adams made a motion to approve the recommendations of the negotiations subcommittee. Mr. Rowe seconded the motion, which was passed unanimously.

Respectfully submitted,  
Elizabeth Barone, Secretary